

Accessibility Transcript – Dear EQI – The Voice to Parliament

[QUIET ELECTRONIC MUSIC]

[WOMAN'S VOICEOVER] This podcast was recorded in Naarm, Melbourne. We pay our respects to the Wurundjeri Woi Wurrung people as traditional custodians of this land, and their elders past and present. The land we live, work and play on always was and always will be Aboriginal land.

[ELECTRONIC MUSIC WITH DRUM BEAT]

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[UPBEAT, FUNKY MUSIC]

[WOMAN'S VOICE] Dear EQI

[SNIPPETS OF AUDIO]

[WOMAN'S VOICE] The voice referendum is being held later this year...

[WOMAN'S VOICE] So we've going to try to educate on the past, to be able to be relevant to now.

[WOMAN'S VOICE] The roles and the privileges we get, and then it's kind of confronting and painful and all of those things.

[WOMAN'S VOICE] But just think before you speak, is my main thing.

[WOMAN'S VOICE] Dear EQI

[MUSIC FADES TO BACKGROUND]

Domini Marshall: Welcome to Dear EQI, where we answer your questions about diversity, equity and inclusion at work. I'm Domini Marshall. My pronouns are she/her and I'm the director of Brand and Communications at the Equality

Institute, and I'm here with Dr. Emma Fulu, our founder and Executive Director. And today we're changing things up a little to our regular programming, to have a special conversation in the lead-up to the referendum on the Voice to Parliament. Our special host is the wonderful Kayla Glynn-Braun. She's a proud Wiradjuri woman based on Arrente country in Central Australia and a program coordinator here at EQI, working with our partners in the Northern Territory. And we're recording this episode from Wurundjeri Country in Melbourne and Arrente country in Alice Springs. In this episode we're going to discuss the Voice vote, what workplaces can do to understand the issue a little better, and also to support First Nations friends and colleagues at this time. But before we get into it, we'd like to acknowledge for Aboriginal and Torres Strait Islander listeners that this podcast may contain the names and voices of deceased persons. All right, let's jump in.

Kayla Glynn Braun: I'm Kayla Glynn-Braun your host for this episode, and I'm a proud Wiradjuri woman joining today from Arrente Country, located in Central Australia gawaymbanha Emma.

Kayla Glynn-Braun: From my language and Wertre Dom from my husband's language that I am hosting on, thanks for having me host today. Dom and Emma. I'm really excited. What kinds of things are you grappling with personally in your role at EQI in the lead-up with The Voice?

Emma Fulu: I mean, I guess the first thing is obviously as the Equality Institute, perhaps as the name suggests, focused on advancing equality, and that includes fighting for gender justice as well as racial justice and other forms of social justice.

Emma Fulu: So, it's kind of embedded in our DNA that like this is important to us. And we work a lot with Aboriginal partners in both, you know, where you are, Kay, Mparntwe, but also here in Naarm and in our work around any violence against women and girls. So I guess we're sort of feeling like this is a really important moment.

Emma Fulu: But I guess what we're grappling with is how do we play a role that's meaningful but not take up space or in a way that's not appropriate for us as a non-Aboriginal organization? You know, how do we be guided by our partners and their position and what they want from us and use the platforms that we have to elevate their voices rather than trying to speak on something that's not really ours to speak on.

Domini Marshall: And I think an extension of that because I think that's it's a really important point is like personally thinking about that personally as then, you know, the fact that where like for example, for me being a white settler on this land, being put into a position of power to vote on something that I don't feel like I should have a say on, essentially, like I don't think it should have ever been this way.

Domini Marshall: And so that kind of extension of I don't know the complexities around the conversation and what that means for me on a personal level and then

wanting to obviously be a great ally, but also recognizing that Aboriginal and Torres Strait Islander peoples are not a homogenous group. So not everyone wants the same thing. So how can I use that power to create that space?

Emma Fulu: Yeah, I've been thinking about sort of something similar. Like you said, this situation in many ways is it's kinda fucked up like the situation is imperfect. You know, we wish it was like we wish there was a treaty, we wish there were other things. We wish there was equality, which there was oppression and structural racism. But we're in this like imperfect reality.

Emma Fulu: And so in this current reality, what is the best possible outcome of you know, we know it's imperfect, but trying to sit then with, okay, what is the best possible outcome in this not so perfect reality? Does that make sense?

Kayla Glynn-Braun: Yeah, and I think a lot of people, even in like First Nations communities, are also having this conversation because there's so much mixed messaging happening at the moment.

Kayla Glynn-Braun: People don't know whether they want treaty or where they want the yes vote and with the No campaign is making it a lot harder for people to understand because the media at the moment are putting the likes of the Jacinta Price and Lidia Thorpe in front and centre where we need to sorta of remove everything out and look at the overall issue.

Kayla Glynn-Braun: So it's constant conversations that we're having here with our partners, our friends that are not First Nations. They like, it's not our place, where do we go? How do we do it? But I think what we've been saying is like, talk to your local community, talk to your friends, talk to people that you know who offer patience and they will guide you.

Kayla Glynn-Braun: They will say, hey, we need help in this area or whatever it may be. So, it is a hot topic at the minute. In an ideal world, we wouldn't be saying the media projecting and asking all Australians to vote. So, it's just about having respectful conversations, making sure people are willing to have the conversations and umm, then trying to put yourself in that person's shoes to understand their values and where they're coming from, and where their logic is.

Kayla Glynn-Braun: So, it's more educating around how we're looking at it and understanding the past, because a lot of Non-First Nations people don't understand like so they going to their First Nation people and saying, hey, why are we doing this? So, we got to try to educate on the past to be able to be relevant to now.

2nd question now - how are we engaging with this issue here, what are we doing in our own work rights and what are we learning?

Domini Marshall: I guess I just wanted to say that I think sometimes as this move from workplaces to think that, you know, you can create kind of personal issues

now that this even is just personal issue but separate from the workplace. But I think the political is personal. And, you know, when we're trying to move to this place where people are encouraged to bring their full selves to work, and so ignoring those things that are happening in our broader society is really not it's not an option.

Domini Marshall: So that is kind of one piece in terms of what we're doing here at EQI. We've set up an advisory group, a working group around the Voice campaign, which has got reps from every team, and we hold that weekly. And from there, we're essentially looking at, you know, what are all the different actions that we can do as an organisation to support the Yes campaign and what might that look like?

Domini Marshall: So that might be a written statement that might be different. Comms assets, newsletters, social media campaigns, video content. Importantly for us, it's amplifying the work of our partners and the messages that they're trying to get out to, to communities all over Australia. But it's lots of different things, I think in reality.

Emma Fulu: Yeah, and I think a big part of it as well is it just started with a conversation with actually the whole organization that we, you know, when we were all together and really just talking about what this means for us, what people, people's individual ideas are and what they'd like to see us do and, and also like then that comes with some education

Emma Fulu: For the team as well, right? Like we have we can't assume that, you know, everyone personally has done their own research necessarily. So, we're trying to encourage people and provide, you know, resources and share information. So that team members can educate themselves as well. But it's a big part. Yeah, I think a big part of it is starting the conversation and then collectively thinking about what sort of resources do we have that might be useful for the campaign or for our partner organizations to be able to make use of.

Emma Fulu: So, we're really thinking about it from that perspective. I guess the other thing I'd say is we have taken a values-based approach to sort of thinking about what we can do as an organisation. One of our core values is to strive for equality. And so, this feels like it's a very important piece in that aligns with that value.

Emma Fulu: Another one of our values is to be courageous, and certainly having these conversations is going to require some courage. So, we're trying to link it back to our core mission as an organization and our core values and the unique, I guess, skills, resources and platforms that we have that might be of service. We know we can't do everything.

Emma Fulu:

We know it's not our space to do everything but thinking about what we can how can we add value, I guess, and in a way that aligns with who we are, is authentic,

doesn't feel performative, that actually feels like a genuinely is aligned with who we are as an organization.

Domini Marshall: I think at EQI, we are big believers in strengths-based approaches to solving problems, but also to focusing on the positive or, you know, the change that is happening.

Domini Marshall: And you know, another is finding the joy. So, I think personally and for the organization it's been really nice to focus on the strength and the beauty and the depth and richness that this voice will actually bring to our society and to our parliament and the perspectives that we will be hearing from that we just don't they don't get amplified now.

Domini Marshall: And so, I think focusing on that, on the richness and the beauty of this rather than, you know, kind of where a lot of the campaign messaging is sitting now in terms of what will this mean, I think is really nice.

Kayla Glynn-Braun: And I just wanted to highlight the different lenses that we do it through. So when Emma, when you spoke about when we had a all staff meeting and we spoke about what the voice meant to us individually, it was given a safe space to do so and we were able to look at it through the different lenses of different people's backgrounds, their diversity and what they're going through in life.

Kayla Glynn-Braun: And some of our staff are not from Australia. So, to hear that their views and their understanding of it was pretty cool actually to sit there and hear some of the stuff. Yeah, and it just shows how unique our team can be.

Domini Marshall: Yeah, we got a pretty good team [Laughter from Domini and Emma]

Domini Marshall: Dear, EQI, we've got listeners here in Australia and internationally as well.

Domini Marshall: Can you explain a bit about what you do, what your role is at EQI, and what you do up in NT.?

Kayla Glynn-Braun: Well, sure. I would love to. And so, I'm currently employed with EQI in the Northern Territory as the Project Coordinator. And in my role, it's very unique and it's a very special opportunity that I've been blessed to do so in my role.

Kayla Glynn-Braun: I travel out to remote communities and there's one project I deliver in particular which is with First Nations Mob and it's called "U Right Sis?". And with "U Right Sis?" is we go out to the communities. It is our language. We convert things into basic English. So, it's not this big PHD style workshop and in that, it is about tech-facilitated abuse. So, I choose what me to run through, what we actually do in a or just an overview,

Domini Marshall: Umm, maybe like an overview of what it's about and the changes that it's got.

It's done . Yeah.

Kayla Glynn-Braun: Yeah. Okay, cool. So, your access is usually a community develop and strength-based approach designed and it's for the primary prevention, messaging, and resources to support communities to identify and respond to tech-facilitated abuse in Central Australia.

Domini Marshall: Nice.

Emma Fulu: Amazing.

Kayla Glynn-Braun: and that's Just one of the projects

Domini Marshall: and you come from a history of activism don't you Kay I'd love to know more about, like your family and your history and how that's kind of, I suppose, influence how you see the world.

Kayla Glynn-Braun: I'm from New South Wales. Umm My grandmother was Mum Shirl Smith, so she started up a movement, but she's not the only one. So we have so many stories, you know, Nan was a go getter, for example, in the 1970s and along with Ken, an Uncle Chika and Aunty Ailsa Dixon was behind the group of young Aboriginal men and women involved in the campaign for the land rights.

Kayla Glynn-Braun: Right. Finally got to go. And then that same group with Fred Hollows and others helped establish the Aboriginal Medical Service in Redfern, followed by they also established the Aboriginal Legal Service in 71, followed by the Aboriginal Black theatre, the Aboriginal Tent Embassy, the Aboriginal Children Service, which is like the Black Welfare and the Aboriginal Housing Company and the detox centre in whymen ferry, so I got to say some incredible things growing up in saying that our family was like targeted by police back then, just because it was the heart of Redfern being that sort of like black movement for action.

Kayla Glynn-Braun: So, it was a cool time. So that sort of got my bye. I was only like a little child, like when all like that was happening. But a lot of my family members still carry that, like my auntie's and my uncles and my older cousins. We got to experience and walk that journey are still like mad as cut snakes [all laughing] and it's still very political.

Kayla Glynn-Braun: So, when I say things like this, it puts a fire in my belly. But I wouldn't. Yeah, like people say like yes isn't like a radical movement, but very strongly it is. But where we're at in Australia, this is totally, totally radical. So yeah, fun times.

Emma Fulu: What an amazing history and family.

[Pause with music]

Domini Marshall: And for those who are listening, whom I don't know, the voice referendum is being held later this year, so sometime between October to December, the date is not set just yet, but it will be at some point during those three months.

Domini Marshall: And you know, we know that there's a lot happening right now in the media, a lot of information that's being, you know, shed on this referendum. We're not experts on the voice, but we wanted to talk about this issue because we care deeply about it. But we've put a range of links in the show notes which link out to really excellent information on the voice for those who would like to learn more.

Domini Marshall: So, Kay, you're in a very unique position as both a Wiradjuri woman yourself and also someone who works in remote communities in the NT, which is a space that not a lot of people get insight into. So, can you tell us a little bit about what you're hearing in communities and partner organizations? So, what are people actually saying about the Voice?

Kayla Glynn-Braun: Yeah, look, this question is a very hard one to give you a straight answer too. I can't speak on everyone. It's not it's not my space to do so. However, what I can say is when speaking with individuals or organizations in the N.T (Northern Territory). or even in my own my hometown in New South Wales, everyone is struggling in one way or another.

Kayla Glynn-Braun: It's not a cookie cutter feeling or question. I think we need to allow each person and organization to respond to how they see fit and what works for them and their staff. Yeah, it's trying to bring it back together to relate to that topic and take out practically all the bullshit, because at the moment there's so much noise, so it's taking everything out and looking at the human rights issue.

Kayla Glynn-Braun: So, I think that's what a lot of organisations are trying to do, like ours with writing the statement, with going public and showing support that way.

Emma Fulu: And what about in your like more of your own family and community? Kay. What's what are the comments? I'm sure you are having pretty deep conversations about this. What are you discussing? Give us a little insight [all laughing]

Kayla Glynn-Braun: the tables. get quite heated. I won't lie. Like even with like even with Ken and I, we can go head-to-head because we're like, no, [Kay Laughing] but like Ken and I personally like we're talking about like the Stolen Generation and how this is impacting on them. We're looking at like our nannies and our grandfathers and, you know, we're looking at people who have experienced trauma, how this vote is affecting them.

We're also looking at how it's affecting us individually and what we want to see. But then we're also looking at our nieces and nephews and what they're going through. But then we're also talking about when we have our children, how do we want that to look at and how do we want Australia to be? Because like at the moment, if

you're a young black man, there's certain roles and certain things that you have to teach them from a young age that white Australians don't need to be taught.

And we're also talking about the No. If the No comes, how are we going to respond? Yeah, what's Australia going to look like? You know, when I often talk about Australia, I say we have to Australia's, we have a black Australia and we have a white Australia.

Domini Marshall: And I think that's important because I think one of the big campaign, you know, the kind of messaging around is, is that this will divide Australia but it's already divided, this is actually working to bring it together.

Kayla Glynn-Braun: correct?

Kayla Glynn-Braun: Yeah, and which is sad. You know, I like to have this beautiful country with rich soil, rich history and we don't honor it. [all agree in background] So yeah, that's how we navigate through the waters is the tricky bit because I am very fearful that if the no vote comes, what what's going to happen? We're already having a race war. This is we're sort of like bubbling.

Emma Fulu: Yeah, it's scary. I mean, that's a that's a point I think you raised with us early on when people are grappling with some of the questions around the no vote or the trade affairs vote or and, you know, you posed that, too, to the team members. It's like what would happen the day after if the vote is no?

Emma Fulu: How are we going to feel? What is it going to do? How is it going to you know, what if First Nations people going to sink and how is that going to what does that say about how, you know, our respect or lack of respect or just lack of humanity? That's a really profound thought to think about.

Emma Fulu: What would you what do you think workplaces should do?

Emma Fulu: How should they be stepping up or what's their role?

Kayla Glynn-Braun: I think it goes down to me and Ken been having this chat so much lately, but I think it goes down to the individuals and what their capacity is and their understanding of the Voice of Parliament and why we're here. So, I've noticed a lot of our Aboriginal stakeholders, they are just getting inundated with social media like reaching out to them, asking them to provide statements and God knows what else.

Kayla Glynn-Braun: So, they're getting wrapped up in that. And then the our non-Indigenous workplaces, like we don't know, it's not our place, we don't want to comment, or it could affect our business. So, there's like a whole heap of like different scenarios being thrown at the moment. But my thing is do what you think is right as a human rights perspective.

Kayla Glynn-Braun: Business comes and goes, and you may lose one businessperson, but you may gain 20 more. So, let's not be shy. Let's really have these hard conversations. Let's dive in. Just make sure it's in a good place [laughter] and it's not awkward. But yeah, so, Dom. That question is like a loaded bullet because it is how you receive it by.

Kayla Glynn-Braun: Some people are like proactive and they're like, Let's do it, you know? And then you have some that are just don't talk all very clammy. So, I think you just take it day by day and you know, even if it is day by day, you growing. So, it might be today you have a thought that you want to look into it.

Kayla Glynn-Braun: Then the next earnings growth involves don't put pressure on yourselves to be politically correct or whatever it may be going through. Just take it one day at a time.

Emma Fulu: I think that that idea about like that one day at a time, one step at a time is super important because for us it's about committing to long term change, right?

Emma Fulu: So, we see this as you know, we're going to be building up and doing work across this year, but that isn't the end of it. At the end of this vote, that is that's still the beginning, right? We're still so far from justice and truth-telling and reconciliation. So, we have to be committed for from our perspective at least, like we have to continue to be committed day in and day out to justice.

Emma Fulu: And so, this is this is it's not a once off thing. And I think for us, it's trying to think about, like you said, it's sort of like step by step journey, taking it and just like keeping the momentum and the movement going is, I think, really important.

Kayla Glynn-Braun: I think as well, having these conversations in the workplace, I didn't realise how much white sorry about what has happened, and I think as Australia we need to shift from that because that doesn't help anyone.

Kayla Glynn-Braun: We need to be able to look and acknowledge what has happened so we can move forward hand-in-hand. And I think that's the big point that everyone's missing because they're like, well, we didn't do it, but we need to say sorry, why do we need to move on? But it's past. It's just acknowledging what has happened for us as a nation to move forward hand in hand.

Kayla Glynn-Braun: We can't create a journey. What's that saying to people? It takes two people to tango. So, it's that same situation. You know, it takes two races to come together as one.

Emma Fulu: Yeah, we can't. And I think like you're saying, we can't really meaningfully move forward without deeply acknowledging our history and all of the role, the roles and the privileges we get.

Emma Fulu: And it's confronting and painful and all of those things. But we can't stay stuck there, like the classic white fragility. Not that I'm white, [Emma laughing brown fragility] but I think around fragility, you know, like, that's not fucking helpful. Like, you know, like process your emotions and all of that. But we also really have to be able to move forward and we can't stay stuck in that.

Domini Marshall: Well, yeah. And moving it away from centering around the self. Right. It's actually not about, it's not about that. Like it's important to feel that and to process it like, like you said, but also to move past that in service of something much bigger

Kayla Glynn-Braun: think as well, if people understood what the impacts of colonization did and still has.

Domini Marshall: still to, Yeah,

Kayla Glynn-Braun: I think that we wouldn't again, we wouldn't be here having this conversation because a lot of people don't understand the impact.

Kayla Glynn-Braun: And we're lucky because we get to work with some incredible people that have researched colonisation. And you know, we are in this world where we get to discover globally, but some people don't have that opportunity. So, I think if people educate themselves around that, be different story again.

Emma Fulu: And as a society that that education should be embedded in in schools.

Emma Fulu: We end up here in part because we haven't shared the truth of that for generations. And at the same time, they also don't fully understand the rich wisdom and power and what we have to learn from this longest living culture in history. We don't we don't hold either of those things. And that that safe space where in your own community you can have those conversations as well.

Emma Fulu: I'm sure that happening all over the country where you can say things and you can have your own confrontations or whatever, like, [light laughing in background] yeah, without having to like, moderate yourself like I do, I have yeah, it's so I think both it we need both sorts of conversations, right.your own conversations that feels safe to you.

Emma Fulu: And then we need to have the public ones as well. So that was interesting to hear about, about that.

Kayla Glynn-Braun: I think people need to move that their thinking from being an Aboriginal problem to being a human problem. Yeah [all agree in background]. So, because that message is being lost. [laughter] But yeah, it's, it's a very difficult space for some individuals who are getting into hearts.

Kayla Glynn-Braun: I know some individual people that are in the public eye and they're just getting shut down anyway. They're looking and the messages that are coming through horrendous. And normally in Australia they got hate crimes and they get acted on. These are not getting acted on and that's something I'm struggling with is, you know, we have laws, but laws aren't being followed.

[all agree]

Emma Fulu: I think that's a super important point, like bringing it back to like, remember this is a human rights issue and all of us, I mean, surely we fundamentally believe in [light laughter in background] the rights of all of us and trying to bring, you know, moving away from that individual character based conflict and how do we elevate and remind ourselves, like, what's at stake and that this is a fundamental about fundamental human right.

Emma Fulu: And I think one of the other things that's really important, I think, you know, you've spoken about Kay and we might talk about a bit more today is like the conversation has gotten really nasty. It's really underpinned by just disgusting racism and betrayal and like, so how do you like you said, we need respectful conversations. We need conversations that, you know, grapple with our history.

Emma Fulu:

But at the same time, there's some voices out there that are just really making that very difficult. And often the people who are on the front lines, who are whose voices do need to be heard, they're the ones kind of in the firing line in a way of and really facing a lot of that backlash. And that's really, really challenging.

Emma Fulu: And I think how do you how do we sort of support people in those positions as well, whether they're in our communities or our partners or even our colleagues like you, you know, in in being able to play those roles, but also take care of yourselves and take care of community because it's pretty rough out there by the sounds of it.

Emma Fulu: So, the whole situation, it's also brought up a bit of debate about what it means to be Aboriginal and Torres Strait Islander and whether, you know, people look Aboriginal enough.

Kayla Glynn-Braun: Yeah, this is a very relevant question. It's happening all over. I have recently experienced that when I went to deliver a workshop in one of our remote communities, So I went out to deliver this workshop and there were we were talking about certain topics and then I had this Western Man turn around and say to me, You're white.

Kayla Glynn-Braun: You can't talk about that very blatant looked me right in my eyes when I responded on the lines of How dare you that I didn't accept that comment. And I had to educate him on not saying those nice words. I had very choice words in the back of my mind to use, but I didn't. I was very proud of myself.

Kayla Glynn-Braun: But yeah, I think if you're an Australian or you're not from Australia, you need to remember that Aboriginal people come in all different colours and shapes. We're not all black, as I suspect, and we're not all white. Like the snow. There's a vast colour wheel happening. Some people or mixed people may look more if they're got Polynesian backgrounds as well as Aboriginal background.

Kayla Glynn-Braun: Like we all look different. No one's going to be the same. Look, I wasn't blessed with the beautiful olive skin. I'm quite there with my little freckles. Doesn't mean that you're not Aboriginal. So, I just think before you say my main thing is you never know who is and who isn't and it's not your place to judge.

Emma Fulu: Yeah, absolutely. Say it again for the people in the back [all laughing in background]. Yeah.

Kayla Glynn-Braun: Yeah. And you know, it goes to Colourism. Like I know Colourism was created in America and I know it represents umm, like darker skinned people, but I think we need to broaden that to cover every shade because, you know, you might be Aboriginal, you might be African-American, you may be native Indian, you're going to look different.

Kayla Glynn-Braun: There's not one fit box.

Domini Marshall: Yeah, exactly.

Emma Fulu: It's not about the colour of your skin. I've heard someone say it's not about the colour of your skin. It's really about connection to community and culture, right? And then, yeah, and that's something you can visibly see and that's not and that's not for us to, to pass judgment on in our judgment.

Kayla Glynn-Braun: my pop use to tease's me.

00:30:40:18 - 00:31:03:22

Kayla Glynn-Braun: It's same as my cousin so my cousins will call me the milkman's kid because of how fair I am compared to them. But my pop used to always say like, Bub, you got the biggest mouth like black person. So you just a close your eyes and you think it was the ah, the darkness. Yeah. Well, sounds like it's all right.

Emma Fulu: It's, it's so funny and I like is just so fascinating because I've got twins. They came out different colours like the boy is dark skinned or more dark like me and the girl blond, blue eyes. What? Honestly, if they weren't twins, I would have thought they'd switch. The baby's like, I was like, this is not my child,

Kayla Glynn-Braun: you know?

Kayla Glynn-Braun: Like, well, so my mum's a little bit lighter than my uncle. And they got same mother, same father. And so, when they used to go to school, they

used to tell kids that my uncle was born at the night and my mum was born in day, I because he would be like, why different colours or different shades?

Kayla Glynn-Braun: And my mum will be like, well, I was born in the day. He was born at not everyone was like, Right, okay, like that makes sense and it's like hell. But yeah, so they, they run with it.

Domini Marshall: Yeah. I suppose off the back of that. Kay talking about Colourism and some of the things that you've come up against as well, we've talked about how important self-care is, especially at work, but also beyond that.

Domini Marshall: So, what are you doing to look after yourself and what might others do to look after themselves?

Kayla Glynn-Braun: Yeah, so when I get to high strung, as Kenny calls it, he will take me out. Bush That's my happy place. We will take our shoes off, put our feet in the red sand so we can reconnect, we'll sit down with yarn.

Kayla Glynn-Braun: We'll process whatever we're experiencing at the time. So that's how I like to look after myself. But I do know others like to go hunting or whether that's through filmmaking or whether it is singing. I think depending on you as an individual, you know, you just need to remember to laugh. That's the main thing is laughs and don't wear someone else's hurt.

Emma Fulu: Oh, I love that. Say that again. [all start repeating "don't wear somebody's hurt] Don't wear somebody other than somebody else's that don't wear somebody else's hurt.

Kayla Glynn-Braun: Like, you know, a lot of the time when like because a lot of blackfellas, you know, they feel so we will wear it. And that's what Kenny says to me. You wear everybody else's shit,

Domini Marshall: hmm?

Kayla Glynn-Braun: It's about listening but not wearing it.

Kayla Glynn-Braun: So, I laugh. Just laugh. So, you got to have fun. But there are services out there that you can go to to talk. So, you can go to any of your local land councils, any of your organizations, your doctors, if you are struggling.

Emma Fulu: Yeah. Absolutely, So Kay, so another question that I think a lot of people are asking themselves.

Emma Fulu: So, say they've got really strong feelings about this issue, but they're not First Nations. What is their place in this discussion?

Kayla Glynn-Braun: Personally, I can't speak for everyone, but personally I think the role is being a support network. But in saying that going and talk to local Aboriginal

communities to see what they need, a lot of the times as individuals we just to assume, we need to take out a assume and replace it with asking.

Kayla Glynn-Braun: So, my needs may be different to say, Ken's needs or to, you know, my Nanna's needs or whoever's needs. So just go and ask. And it may sound stupid. The question you're asking, but there's no harm. If you are, you're not going to get in trouble if you just go and say, well, I'm going to go stand there with a sign at the front of the courthouse.

Kayla Glynn-Braun: Well, that going to do, you know. So yeah, just go yarn, find out what is needed, what support is needed, and then just be part of it. Be part of the journey. But remember, not self-censor yourself and that blackfellas have their own voice. We don't need white people speaking for us again. Again, Go and speak to local communities, for instance, EQI, where at the minute having discussions with the YES campaign to see how our organizations and individuals' staff can help.

Kayla Glynn-Braun: So, we're just waiting on a response from that. But yeah, what's happening? Educate So what's happening in your local community? What rallies or what protest or even if local schools need people read books about our history like it doesn't have to be and tick the box thing. You know you could think outside whether it's a barbecue and just going sitting down and having these conversations.

Kayla Glynn-Braun: The more education that gets out there will empower the overall whole.

Domini Marshall: Yeah, I was just I was just thinking, obviously this is a conversation that's taking place right now in so called Australia. But are there, you know, I suppose takeaways, you know, that we feel others might be able to apply in their workplaces allies. I feel like everything you've just said can be applied literally anywhere.

Domini Marshall: Okay. In terms of, you know, listening, asking, not assuming, engaging with different communities, listening to diverse perspectives, is there anything else that comes to mind

Kayla Glynn-Braun: No, maybe, you know, for the workplace, you know, we talk about diversity and inclusion. This goes hand in hand.

Domini Marshall: Totally.

Kayla Glynn-Braun: certainly. So, when what is saying about doing inclusion and blah, blah, blah, this is it.

Kayla Glynn-Braun: This is the bread and butter of what your company is wanting. Yeah, that's probably for that. But no, look, I think everyone's on the journey and it's going to take years, so I don't think it's a short sprint.

Domini Marshall: Yeah, absolutely.

[music playing]

Woman's voiceover:

Have you got a question about diversity, equity and inclusion at work? We want to hear from you. Email us at Deareqi@equalityinstitute.org and we'll do our best to answer your questions on issue.

Emma Fulu: So, we've had amazing conversation and so much richness in there. What's, can I ask you all what is some of like key takeaways from the conversation we've had?

Domini Marshall: me [laughter]

Emma Fulu: So yeah, well, all of us,

Domini Marshall: I think for me. It's I mean so many. But I'd say first and foremost that this is this is just the start that there's so much more to do when it comes to change. But this is a place where we can, you know, make progress. And that educating yourself and those around you is a great place to start.

Emma Fulu: Yeah. Cool

Kayla Glynn-Braun: thanks Dom. You didn't leave much there. [all laughing in background] Mine is. I think knowledge is key and education is power.

Domini Marshall and Emma Fulu: love that.

Emma Fulu: I was thinking ask don't assume and don't centre your own voice if you're not First Nations.

Domini Marshall: Yeah. Also just want to re repeat that great phrase that you had which was don't wear other people's hurt.

Emma Fulu: Yeah, we should make that into a T-shirt.

Kayla Glynn-Braun: yeah, we should. We would be rich.

Emma Fulu: Yeah, we should oh God. All right. Awesome.

Domini Marshall: Lightning round.

Emma Fulu: Lightning round. Let's do it. we dont have to do the hard work. You have to do that.

Domini Marshall: it's just for you Kay.

Domini Marshall I'll start with this one. What's one thing that's inspiring you right now?

Kayla Glynn-Braun: History and talking to the old people and the new generation. What's happening in our world?

Emma Fulu: I love it.

Emma Fulu: oh, I Am I doing the 2nd one,

Domini Marshall: yeah, we can go.

Emma Fulu: what is the best thing about living in the NT?

Kayla Glynn-Braun: being able to get in the car and just drive on the open road,

Domini Marshall: which is great.

Domini Marshall: Leading to the next question which is favourite road trip song for long drives.

Kayla Glynn-Braun: Jeez now this is a hard one, but I go with the oldie Goldie.

Kayla Glynn-Braun: So, I like the Charlie pride, Randy Travis, Whitney Houston some Tina. Umm some warumpi band. Like, yeah, you name it, it's on.

Domini Marshall: I love it

Emma Fulu: Who is your favourite First Nations feminist,

Kayla Glynn-Braun: right? So, this one is a little hard for me to answer because I really use the word feminist.

Emma Fulu: Totally fair. Matriarch.

Kayla Glynn-Braun: Yeah. So, the people that I look up to is my Nana, so Mum Shirl.

Kayla Glynn-Braun: Kenny's Nana, who started some empires. You've got June Oscar, Rachel Perkins. And then for, like, the men who do thing in the women's spaces and use voices are like, Charles Perkins and Uncle Warick Thornton, they're probably like my iconic. I think that I'm making change. But also, these up-and-coming mob.

Kayla Glynn-Braun: Some of them are really inspiring. You know, I look at a lot of stories instead of like big, big events. So, a lot of people inspire me, but they're probably like the handful of people that I could say, Holy fucking shit, [burst of laughter from all].

Emma Fulu: One day someone would say that about you Kay.

Kayla Glynn-Braun: Oh, I tell ya, I'm hope I am here for that. [all laughing in background]

Kayla Glynn-Braun: Right, Let's go. Give me a mic. Let's go.

Domini Marshall: All right, last question. A book show or podcast recommendation for our listeners? I just watched last night.

Kayla Glynn-Braun: I watched a documentary over the weekend, the last daughter was the last the last ... hella good. And for podcast, I've just recently finished listening to Stolen. I think the journalist thing was Connie Walker.

Kayla Glynn-Braun: It's about being set up in the seventies in Canada, their first nation, people, so know really good. Take a listen.

Domini Marshall: Amazing credit, Rex.

Kayla Glynn-Braun: So, thanks, everyone. That's a wrap from us today. Thank you, Emma. Thank you, Dom, for allowing me to co-host with you both today. We'll keep you posted on the lead-up on the referendum on our socials.

Kayla Glynn-Braun: So, don't forget to like and share. And for more info will be posted on our show notes. Until then, say thanks to take it easy today. Thanks so much Kay. Thanks, Dom. Stay safe. See you next time.

Woman's voiceover:

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This podcast is produced by Katherine Lim. Your hosts are Dr. Emma Fulu and Domini Marshall. Editing, mixing, and sound design, including original music, is by Jack Prest. It was brought to you by a quality at-work online education that's changing the game. And we're recording this from Carlton's most innovative co-working space, Melbourne Connect Coworking. Thanks so much to Melbourne Connect coworking for your support. You'll find more information about all of this and the topics we cover today in the shorter.

